

**Youth  
Express**  
*on the right track*

Chief  
Executive  
Officer  
(CEO)

 **peoplefusion**  
**EXECUTIVE**

we know executive recruitment.  
experience peoplefusion.

# about the opportunity

Introducing the Youth Express

Youth Express is a respected Hunter-based not-for-profit organisation that has been supporting young people across the region for more than 30 years. With a strong focus on education, employment and wellbeing outcomes, the organisation works collaboratively with schools, businesses, community partners and government agencies to create meaningful pathways for young people to successfully transition into further education, training and employment.

Operating across the Hunter and Upper Hunter regions, Youth Express delivers a range of impactful programs focused on career readiness, work placement coordination, mentoring and youth engagement. The organisation is recognised for its strong community partnerships and practical, outcomes-focused approach, supporting thousands of young people each year while maintaining a genuine commitment to creating positive and lasting social impact across the communities it serves.

Youth Express Values

**Inclusivity & Culture:** Delivering the KauKan and Young Deadly & Life Ready initiatives, building quality partnerships and cultural education for First Nations youth.

**Self-Belief:** Operating the Validate Me program, which helps Year 7-10 high school students stay true to their personal values instead of caving to peer pressure.

**Work Readiness:** Connecting students to mandatory work placements, career mentoring, and entry-level employment across the region.

Youth Express Location

Unit 1/12 Ken Tubman Dr, Maitland NSW 2320

Youth Express Website

To learn more about Youth Express, please [click here](#)



# how to apply

Submit Your Application	You can apply directly through our website <a href="#">by clicking here</a>
Key Areas to Address	<p>Describe your motivation for applying for the Chief Executive Officer (CEO) role with Youth Express.</p> <p>Please outline any relevant experience and address the essential criteria.</p>
Your Primary Contact	<p>Should you have questions at any stage of the application process your primary contact at peoplefusion is:</p> <p>Ali Kimmorley 02 4927 2006 <a href="mailto:alik@peoplefusion.com.au">alik@peoplefusion.com.au</a></p>
Food for Thought	<p>Following are some tactics some of our most successful candidate have utilised:</p> <ul style="list-style-type: none"><li>• High-performing candidates clearly articulate the impact they've had. Be it commercial, cultural, or strategic - and have detailed how that translates to this opportunity.</li><li>• Taking time to align your experience to the organisation's current priorities tends to create a more meaningful and focused conversation.</li><li>• We encourage open, considered dialogue, candidates who explore the opportunity in depth (strategy, culture, expectations) tend to make more confident long-term decisions.</li><li>• Having clarity on your own success criteria, such as impact, scope and environment, helps ensure strong alignment on both sides.</li><li>• Maintaining momentum through the process supports a more dynamic and engaging experience for all involved.</li><li>• Open discussion around motivations, considerations, and any potential constraints allows for a more tailored and effective process.</li></ul>

# position description

<b>Title</b>	Chief Executive Officer (CEO)
<b>Reports To</b>	Youth Express Board, via the Chairperson
<b>Direct Reports</b>	<ul style="list-style-type: none"><li>• First Nations Programs and Cultural Governance Manager</li><li>• Strategic Partnerships and Growth Manager</li><li>• Business Services Manager</li></ul>
<b>Position Overview</b>	<p>The Chief Executive Officer (CEO) provides overall strategic, cultural and organisational leadership for Youth Express as it enters its next phase of growth, maturity and impact.</p> <p>Youth Express is strengthening its governance confidence, leadership depth, systems and sustainability foundations while expanding its reach and improving measurable outcomes for young people.</p> <p>The CEO is accountable for:</p> <ul style="list-style-type: none"><li>• Delivering the strategy through disciplined execution</li><li>• Building a confident and forward-looking Board partnership</li><li>• Strengthening financial sustainability and diversified revenue</li><li>• Deepening First Nations partnerships and cultural governance</li><li>• Elevating leadership capability and accountability</li><li>• Ensuring Youth Express is trusted, culturally safe and impact-driven</li></ul> <p>All work must be delivered in a safe, inclusive and community-trusted manner.</p>
<b>Core Responsibilities</b>	
Board Partnership & Governance Leadership	<p>The CEO works in close partnership with the Board to strengthen strategic governance, transparency, and organisational confidence. This includes:</p> <ul style="list-style-type: none"><li>• Build a strong, transparent and forward-looking partnership with the Board.</li><li>• Provide clear reporting on performance, impact, risk and sustainability.</li><li>• Strengthen delegations of authority and escalation clarity.</li><li>• Support governance uplift and organisational maturity.</li><li>• Ensure Board confidence in strategy delivery</li></ul>

# position description

Strategy Execution & Organisational Alignment	<p>The CEO is accountable for delivering Youth Express's strategic direction through disciplined execution, aligned leadership, and a clear operating backbone. This includes:</p> <ul style="list-style-type: none"><li>• Translate strategic pillars into clear annual priorities and accountabilities.</li><li>• Embed disciplined execution, leadership rhythms and performance tracking.</li><li>• Ensure structures, systems and decision-making processes enable delivery.</li><li>• Align portfolios to reduce duplication and strengthen cross-team coordination.</li><li>• Reduce bottlenecks and single-person dependency.</li></ul>
Financial Stewardship & Sustainable Growth	<p>Youth Express requires a CEO who brings ambition, innovation and a growth mindset. This includes:</p> <ul style="list-style-type: none"><li>• Provide strong financial oversight and long-term sustainability planning.</li><li>• Progress revenue diversification and untied income growth, with year-on-year growth trajectory established.</li><li>• Reduce dependency risk on single funding streams.</li><li>• Ensure financial discipline, forecasting accuracy and budget alignment.</li><li>• Assess growth opportunities, including partnerships or M&amp;A, against strategy.</li></ul>
Impact, Quality & Continuous Improvement	<p>The CEO ensures Youth Express continues to deepen impact through:</p> <ul style="list-style-type: none"><li>• Ensure all programs are fit-for-purpose and reviewed annually.</li><li>• Embed measurable impact indicators across portfolios.</li><li>• Strengthen evidence-informed practice and continuous improvement.</li><li>• Invest in systems and data that improve decision-making and credibility.</li><li>• Maintain safeguarding and compliance standards across all services.</li></ul>
Partnerships, Advocacy & External Influence	<p>The CEO is the senior external leader of Youth Express, responsible for its long-term positioning, credibility and influence. This includes:</p> <ul style="list-style-type: none"><li>• Represent Youth Express with government, funders and regional stakeholders.</li><li>• Deepen First Nations partnerships and cultural governance structures.</li><li>• Strengthen government engagement and sector influence.</li><li>• Build strategic alliances that expand reach and impact.</li><li>• Position Youth Express as a credible and trusted regional leader.</li></ul>

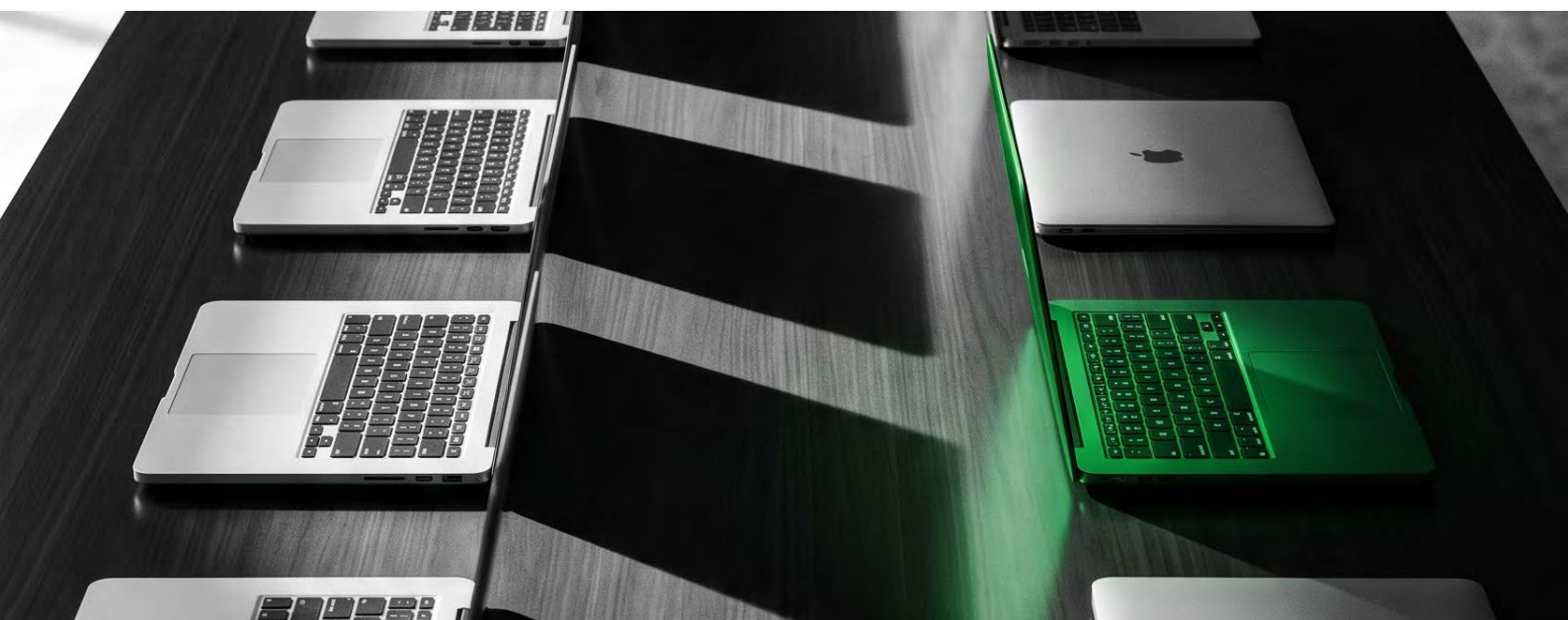
# position description

<p>People, Culture &amp; Leadership Development</p>	<p>The CEO is the cultural anchor of Youth Express. The CEO will:</p> <ul style="list-style-type: none"><li>• Model organisational values and leadership behaviours.</li><li>• Strengthen workforce engagement, capability and performance.</li><li>• Empower the senior leadership team with clear portfolio accountability.</li><li>• Embed cultural safety across all programs and systems.</li><li>• Build succession depth and organisational resilience.</li></ul>
<p>Executive Enablement &amp; Organisational Maturity</p>	<p>The CEO will lead through a strengthened leadership team, with clear portfolio accountability across:</p> <ul style="list-style-type: none"><li>• Shift ownership closer to delivery.</li><li>• Strengthen delegation clarity and reduce bottlenecks.</li><li>• Formalise systems, documentation and knowledge management.</li><li>• Support structured onboarding of new leaders.</li><li>• Build conditions for sustainable leadership continuity.</li></ul>
<p>Key Performance Indicators</p>	<p>The CEO will be assessed on:</p> <ul style="list-style-type: none"><li>• Delivery of strategic priorities with clear annual execution plans.</li><li>• Strengthened Board confidence and governance clarity.</li><li>• Deliver measurable revenue diversification, including development of new income streams, reduction of single-funder dependency, and growth of untied income.</li><li>• Clear delegations and reduced decision bottlenecks.</li><li>• Program quality and measurable impact improvement.</li><li>• Culturally grounded First Nations governance and partnerships.</li><li>• Workforce engagement, leadership capability and retention.</li><li>• Organisational systems maturity and reduced single-person dependency.</li><li>• External influence, partnerships and sector positioning.</li></ul>



# position description

Selection Criteria	
Essential	<ul style="list-style-type: none"><li>• Demonstrated CEO or senior leadership experience in a complex not-for-profit or community organisation.</li><li>• Strong governance literacy and experience working with Boards.</li><li>• Proven ability to deliver strategy through structured execution.</li><li>• Financial oversight and sustainability leadership capability.</li><li>• Track record in stakeholder and partnership leadership.</li><li>• Values-led leader with cultural humility and accountability.</li></ul>
Desirable	<ul style="list-style-type: none"><li>• Experience in youth employment, education or regional workforce ecosystems.</li><li>• Experience strengthening First Nations partnerships and governance.</li><li>• Experience leading organisational growth or innovation.</li></ul>
Qualifications & Checks	<ul style="list-style-type: none"><li>• Relevant tertiary qualification or equivalent executive experience.</li><li>• National Police Check.</li><li>• Working with Children Check.</li><li>• Current driver's licence.</li><li>• Commitment to safeguarding and culturally safe practice.</li></ul>



# indicative timeline

*Please note, these dates are indicative only and can be changed in accordance with the availability of the interview panel and shortlisted candidates.*

<b>10<sup>th</sup> of June</b>	Applications close.
<b>18<sup>th</sup> of June 2026 (subject to panel availability)</b>	Shortlist presented to the panel.
<b>24<sup>th</sup>--26<sup>th</sup> of June 2026</b>	Panel interviews conducted.
<b>13<sup>th</sup>-17<sup>th</sup> July 2026</b>	Second round interviews / candidates present to the panel/Board
<b>ASAP</b>	Offer negotiated and finalised.
<b>Approximately 6-8 weeks from offer finalisation</b>	Commencement of the appointed candidate.



# recruitment team



## **Ali Kimmorley** **Director and Executive Recruitment Specialist**

For Ali Kimmorley, executive recruitment is driven by careful intent. Since co-founding peoplefusion in 2007, her focus has never been on the quick transaction. Instead, she approaches her work with quiet confidence, looking deeply at how an organisation operates, what its culture demands, and how a new leader will impact its long-term trajectory.

Ali's style is grounded and authentic. She believes in having direct, honest conversations that are always underpinned by warmth and approachability. She asks the right questions, cuts through the typical industry noise, and focuses on finding pragmatic, enduring solutions.



## **Amanda MacGregor** **Principal Consultant - Executive, Corporate Services & Community**

There is a distinct difference between filling a vacancy and strengthening the foundation of a business.

For Amanda, the focus is always on the latter. Bringing close to 25 years of Human Resources experience to her role as Executive & Finance Principal Consultant, Amanda views recruitment through a different, highly considered lens.

She doesn't just look at immediate resourcing needs; she examines the broader architecture of an organisation, assessing how a new leader will integrate, influence, and ultimately elevate a workplace.

# our region

## Live Well. Lead Well. Why Newcastle & the Hunter Stacks Up

Newcastle and the greater Hunter region is one of Australia's most strategically important and rapidly evolving regions. Energy transition, infrastructure investment, health, education, and advanced industry are reshaping the Hunter and creating exciting, complex, high-stakes leadership opportunities.

But its not just the opportunities that make it great - from the coastline of Newcastle to the vineyards of the Hunter Valley and the waterways of Lake Macquarie, the region offers a lifestyle that is both energising and sustainable.

- Start the day with a surf or coastal walk
- Entertain clients over world-class food and wine
- Spend less time commuting and more time living

For our most effective leaders, that balance isn't a luxury, it's a performance advantage.

The Hunter is increasingly a destination for high-calibre executives (just like you) seeking more than just the next title.

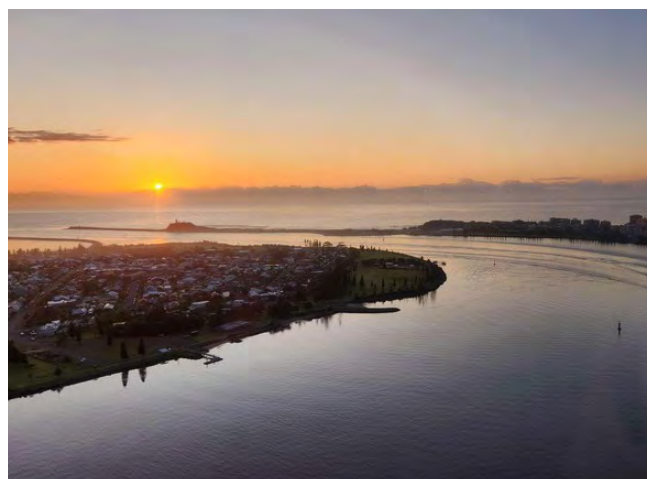
They're choosing:

- Scope over hierarchy
- Impact over process
- Quality of life alongside career progression

And importantly, they're staying.

For the right individual, this is an opportunity to:

- Shape industries in transition
- Lead with genuine influence
- Build a career that is both ambitious and sustainable



# lifestyle & location

Just a two-hour drive north of Sydney, Newcastle offers the rare combination of vibrant city energy and relaxed coastal living.

With excellent road, rail, and air connections, including Newcastle Airport, one of Australia's busiest regional airports, executives can stay connected without compromising lifestyle.

Enjoy the cafés, restaurants, nightlife, and recreational options of a major city, while also taking in pristine beaches and world-class wineries in the nearby Hunter Valley.

From casual family meals to stylish bars, intimate fine dining, and eclectic eateries, the region's food scene is diverse, innovative, and accessible. It's a city that knows how to cater to every taste, perfect for both lifestyle and networking opportunities.

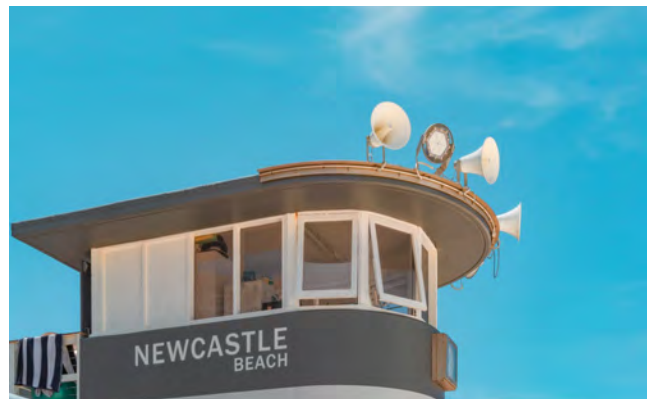
Whether it's a quick swim before work, a leisurely weekend dip, or catching the perfect wave, the region's beaches and ocean baths cater to all levels.

Public amenities, picnic spots, BBQs, shaded areas, accessible pathways, and parking make it easy to enjoy the outdoors, every day.

The region's cultural heartbeat is thriving. Explore the Newcastle Art Gallery, the Civic Cultural Precinct, or take in theatre, comedy, live music, and events that keep Newcastle dynamic and creative.

Newcastle and the Hunter is just a places to live, its a place to thrive professionally, enjoy a balanced lifestyle, and make a tangible impact.

It's an environment where career, culture, and community align.



# your experience

At peoplefusion our dedicated team lives and breathes recruitment, taking great care of our candidates every step of the way. We ensure transparency throughout the process, providing insights into roles and never sending you into interviews unprepared. You'll receive constructive feedback and continued support, regardless of the outcome of your application. Our services include permanent, temporary, and contract recruitment, executive search, outplacement, talent retention, and career coaching.

Our commitment to you is:

- Clear and consistent communication at every stage.
- Personalised preparation and honest feedback throughout the process.
- A respectful and human approach, always.
- Post placement follow up and support for you to strengthen our relationship and ensure your long term success.

At peoplefusion we don't just accept diversity and inclusion — we celebrate it! We strive to create an environment of equal opportunity regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, religion or physical ability, and welcome applications from people from all backgrounds. We always welcome individuals to contact us if they require any assistance during the application process when applying for jobs with peoplefusion.

As a member of the Recruitment, Consulting and Staffing Association of Australia & NZ (RSCA), peoplefusion are committed to the Code of Professional Conduct and observe high standards of honesty, equity, integrity, and social and corporate responsibility. All of our Recruitment Specialists are accredited by the RSCA.

Learn more about us at [peoplefusion.com.au](https://peoplefusion.com.au)





[02 4929 1666](tel:0249291666)



[reception@peoplefusion.com.au](mailto:reception@peoplefusion.com.au)



[peoplefusion.com.au](http://peoplefusion.com.au)



Level 1, 169-173 King Street,  
Newcastle NSW 2300